



Program Director, Cumulative Effects Strategic Initiatives - Job Posting

The North Coast Skeena First Nation Stewardship Society (NCSFNSS) serves the governments and peoples of the Gitga'at, Gitxaala, Kitselas, and Kitsumkalum First Nations. We are honoured and dedicated to preserving and managing the rich natural resources of our region in a sustainable and culturally respectful manner. We work closely with communities and partners to ensure the health and vitality of our environment and traditional practices.

As the **Program Director, Cumulative Effects (CE) Strategic Initiatives**, you will play a pivotal role in driving the development and implementation of strategic projects to support the Marine Plan Partnership (MaPP) Cumulative Effects Framework. Working closely with our First Nation partners and stakeholders, you will lead efforts to assess, manage, and monitor cumulative effects on our common core values. Reporting to the NCSFNSS Executive Director and working collaboratively with MaPP and Environmental Stewardship Initiative (ESI) First Nations Partners, you will provide expert guidance on program progress, milestones and budget needs. Additionally, you will be part of an organizational team that works to carry out the mandate of the NCSFNSS Board.

Why Choose NCSFNSS?

- **Commitment to Indigenous Values:** NCSFNSS is deeply rooted in Indigenous values and traditions, emphasizing respect for the land, water, and all living beings. Working for NCSFNSS means aligning with these values and contributing to the empowerment of Indigenous communities.
- **Community Collaboration:** You will work closely with First Nations communities, governmental agencies, stakeholders and partners to co-develop and implement initiatives that benefit the entire region.
- **Meaningful Impact:** You will make a tangible difference in the North Coast-Skeena region. Whether it is through conservation efforts, community engagement initiatives, or advocacy campaigns, you will have the opportunity to leave a lasting legacy for future generations.
- **Professional Growth:** NCSFNSS is committed to supporting the professional growth and development of its employees. Whether through training opportunities, mentorship programs, or hands-on experience, you will have the chance to enhance your skills and expertise.
- **Beautiful Location:** The North Coast Skeena region is renowned for its breathtaking natural beauty, with pristine forests, rivers, and coastlines. You will have the privilege of working in this stunning environment, connecting with nature on a daily basis.

What You Will Do:

- **Planning and Project Management:** You will lead the annual planning process, developing and implementing work plans and budgets. Your effective leadership abilities will manage cross-functional teams to achieve work plan deliverables, and oversee program contracts to ensure compliance and effective implementation. Your project management experience will monitor workflows, identify opportunities, and resolve issues related to program implementation.
- **Nation Participation and Governance:** By supporting First Nation participation in MaPP, ESI, and related governance structures, you will coordinate Tier 1 and Tier 2 technical and managerial meetings, prepare briefings, reports and communication products, and engage in regional tables to ensure coordination with CE priorities. You will need a solid understanding of the Board governance process.



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- **Stakeholder Engagement and Partnership Development:** Your extraordinary relationship-building skills will liaise with stakeholders, governments, funders, and funding administrators to sustain support for the program. In addition, you will develop partnerships with government officials and other key stakeholders to advance CE initiatives.

What We Value:

- **Experience, Knowledge and Expertise:** Proven experience in developing co-governance structures and policies supporting marine and coastal stewardship for First Nations. You bring your effective experiences working with First Nations, preferably on the North Coast of BC, for collaborative stewardship and resource planning initiatives. You will have knowledge of Federal and Provincial management regimes and processes related to marine and coastal resource management.
- **Educational Background:** Bachelor's Degree in a relevant field (e.g., environmental science, marine planning, fisheries biology).
- **Leadership Excellence:** You are self-driven with extraordinary leadership and interpersonal skills to effectively engage with stakeholders, facilitate meetings, and build consensus. You will champion an inclusive and engaged work environment.
- **Program Management:** You have excellent fund procurement and management skills, including proposal writing and reporting. You are very capable to oversee multiple projects and initiatives.
- **Collaboration:** You have the ability to work effectively as part of a large team with multiple partners at technical and management levels.
- **Board Communication:** Strong communication skills to prepare briefing notes for the Board and an understanding of the Board governance process.
- **Additional Assets:** In marine ecology, ecosystem-based management, ecological indicators, marine plan implementation and its importance to First Nations communities through previous work, authorship or other means.

We offer a salary of between \$92,000 to \$105,000 with benefits, a flexible work schedule including compressed work week, a hybrid work environment, and a great opportunity to lead a program and a team that is committed to driving towards our mission. Join us in making a positive difference in the North Coast-Skeena region!

We are committed to building a diverse and inclusive workplace. We encourage applications from all qualified individuals, including those with diverse backgrounds and those with disabilities. If you require accommodation at any stage of the application process, please let us know. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Please send your application to the attention of Carmen Hansen at administration@ncsfns.ca